North Sunflower Medical Center
Board of Trustees
Recessed Meeting Minutes
5 August 2026

BE IT REMEMBERED the Chairman and the Board of Trustees of North Sunflower Medical Center, Ruleville, Sunflower County, Mississippi, met in their Recessed Meeting on Wednesday, 5 August 2026, when and where the following were present:

H. T. Miller, III, Chairman and Trustee; Bobbie Bounds Allen, Secretary and Trustee; Willie M. Burton, Trustee; Mary Griffin, Trustee; Mike Myers, Trustee; Daniel Ceja, CEO; Brooks Rizzo, COO; Kim Nesdahl, Executive Assistant, and Lawson Holladay, Esquire

Mr. H.T Miller III called the meeting of the Board of Trustees to order at 11:05 AM. and opened the meeting with a word of prayer.

The minutes of 22 July 2026, Regular Board Meeting were approved as distributed by motion offered by Mrs. Bobbie Bounds Allen, seconded by Mrs. Mary Griffin, and unanimously approved.

Participation note: Kimberly Eastland asked that Daniel Ceja, CEO and Brooks Rizzo, COO leave the room during this discussion.

Kimberly Eastland, Director of HIM/Medical Records presented to the Board today with concerns about her Coding staff vacancy and request for remote work authorization.

Kimberly reported that her top outpatient coder has resigned, with his last day on Friday. He left healthcare for a higher paying, work from home position, and the removal of remote work here was a factor in his decision. She has been unable to recruit an in-house coder despite extensive outreach to contacts across the Delta and Jackson. All viable candidates now expect remote work and are unwilling to code onsite. The departing coder was highly productive and helped keep pending accounts and revenue cycle metrics within target ranges. Without a timely replacement, revenue cycle performance will be significantly harmed.

Kimberly emphasized that coding is now predominantly a work from home profession and she cited industry data indicating roughly 65% remote, 20% in house, 15% hybrid. She already monitors productivity through reports, so output and performance can be tracked and managed even if coders work remotely.

She clarified the status of a current employee, Amy Ceja. Amy has worked in Medical Records since 2011 and was approved for hybrid work from home schedule years ago due to a seriously ill child. Amy's later marriage to a hospital employee (Daniel) has generated perceptions of favoritism, but Kimberly stressed that Amy is, operationally, still “Amy in medical records,” and that outside opinions do not govern Health Information Management or revenue cycle decisions.

Kimberly noted that only three positions in her department are being discussed for remote work (the coders).

Kimberly requested that the Board authorize remote work for coders in the HIM/Medical Records Department so she can immediately hire experienced remote coders (she has multiple qualified candidates who can start as early as next week if allowed to work from home); and prevent a major negative impact on the hospital’s revenue cycle and pending accounts.

She acknowledged broader equity concerns if some staff work from home while others cannot, but distinguished coders as highly specialized roles that are very difficult to fill on site, and positions where remote work is the industry norm and productivity is easily measurable.

At this time Daniel Cejo and Brooks Rizzo returned to the meeting.

The first order of unfinished business was to discuss an update on the sale of Hospice.

Daniel reported that attorneys Collier and Tom Kirk are finalizing the hospice purchase agreement. The team is awaiting PS&R (Provider Statistical & Reimbursement) statistical reports for hospice to determine final value. An offer is anticipated within the next few weeks.

The second order of unfinished business was to discuss the North Sunflower Medical Foundation Lease agreements. The Board received an offer from the North Sunflower Medical Foundation to waive all rent on specified rental properties from the present date through December 31, 2026, in total amount of $86,950 with NSMC remaining liable for real estate taxes, insurance, and other contractual obligations. After discussion a motion was made.

MOTION: I move to accept the offer from North Sunflower Medical Foundation for the $86950.00 rent waiver until December 31, 2026.

Maker: Mrs. Mary Griffin Seconder: Mr. Willie Mays Burton
Motion Unanimously Adopted

The first order of new business was the CEO Report and Interim Cost Report. It is as follows:

Workforce Solutions / Delta Staffing:

Hospital owned staffing agency Workforce Solutions is operational with 12–15 staff converted so far.

Daniel said he plans to advertise now for CNAs/nurses to ensure required nursing home staffing if some Delta staff do not convert.

Staff moving from Delta Staffing may see a small hourly pay reduction but gain retirement and insurance.

The hospital owes $410,000 to Delta Staffing. Daniel will meet with Delta Staffing to seek a payment arrangement; if necessary, use of the line of credit may be considered.

Cardiology / Jackson Heart Clinic:

The cardiology service is operating at a loss under the current arrangement with Jackson Heart, which includes $5,000 per clinic day (twice weekly) plus a $2,000/month medical director fee.

NSMC staff (nurses/schedulers) are currently doing much of the clinic work while Jackson Heart also benefits from downstream procedures done in Jackson.

Daniel is negotiating either to reduce Jackson Heart's per day fee and/or shift staffing responsibility back to Jackson Heart.

If acceptable terms cannot be reached, closure of the current cardiology arrangement is likely to be recommended.

Pharmacy Operations:

Both the hospital pharmacy and Greenwood pharmacy show year-to-date losses.

Greenwood is now receiving some 340B revenue, reducing but not eliminating losses.

Daniel noted that pharmacy payroll and number of pharmacists (8–9) appear high relative to current volume and margins; staffing reductions in pharmacy may be necessary.

Cafeteria Closure / Food Trucks:

The hospital cafeteria has been closed.

Food trucks are scheduled Tuesday–Friday (including coverage for second shift); early staff feedback has been positive.

Administration is exploring a possible contract with an outside caterer to use the cafeteria serving line, subject to board approved terms and adequate insurance.

Interim Cost Report Proposal:

Daniel proposed paying $5,000 to the hospital's cost report consultants to prepare an interim Medicare cost report, to estimate whether NSMC will owe or receive funds at year end.

Some trustees questioned the timing and cost late in the fiscal year; Daniel emphasized the value of advance visibility for planning.

The second order of new business was to approve the North Sunflower Medical Center's RESOLUTION REGARDING PAYMENT OF ACCRUED PAID TIME OFF UPON LAYOFF OR REDUCTION IN FORCE. After discussion a motion was made.

MOTION: I move to approve the North Sunflower Medical Center's Resolution Regarding Payment of Accrued Paid Time Off Upon Layoff or Reduction In Force. A copy of the Resolution will be attached to these minutes.

Maker: Mr. Mike Myers Seconder: Willie Mays Burton
Motion Unanimously Adopted

The third order of new business was to approve the Impact Medical Service Agreement for Walter B. Crook Nursing Facility. After discussion a motion was made.

MOTION: I move to approve the Impact Medical Service Agreement for Walter B. Crook. A copy of the agreement will be attached with these minutes.

Maker: Mrs. Mary Griffin Seconder: Mr. Willie Mays Burton
Motion Unanimously Adopted

The forth order of new business was to approve Dr. Rohith Reddy's retention compensation for the preceding twelve months in the gross amount of $40,000.00.

MOTION: I move to approve Dr. Rohith Reddy's retention compensation for the preceding twelve months in the gross amount of $40,000.00

Maker: Mr. Mike Myers Seconder: Mrs. Mary Grifffin
Motion Unanimously Adopted

Mr. Lawson Holladay asked for a motion to determine if the board should go into executive session to discuss personnel matters.

Mr. Mike Myers made the motion to consider going into an executive session to discuss personnel matters, seconded by Mr. Willie Mays Burton. Motion Unanimously Approved.

On motion of Mr. Willie Burton, seconded by Mrs. Mary Griffin, and unanimously approved, the Board will now go into executive session to discuss personnel and litigation matters. The Board went into executive session.

On motion of Mrs. Mary Griffin, seconded by Mr. Willie Burton, and unanimously approved, the board returned to regular session.

The Board adjourned at 2:40 P.M., subject to the call of the Chairman.

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H.T. Miller III, Chairman Bobbie Bounds Allen, Secretary